

April 2005
Employee Newsletter



Advocate

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Top Dog
page 6

Tucker Unit
triumphs at
field trials



ADC prepares for special needs facility at Ouachita River

The Arkansas Department of Correction is preparing to seek tax-exempt bond financing through the Arkansas Development Finance Authority that will provide nearly \$39.7 million to be used to construct a special needs facility at the Ouachita River Correctional Unit in Malvern.

The addition will include a centralized intake and diagnostic area, hospital, and special and general use housing for inmates and will be constructed utilizing inmate labor.

The planned 850-bed addition will be for geriatric, chronically ill and mentally ill inmates. Many such inmates are now receiving services at the 475-bed Diagnostic Unit in Pine Bluff. That facility is more than 30 years old and has limited space.

Design and development will begin as soon as financing is complete. The project is expected to take about five years to complete. Plans call for construction work to be done by inmates.



Plans are underway to add a special needs facility to the Ouachita River Correctional Unit in Malvern. Design and development for the facility will begin when financing is complete. The project is expected to be done in about five years.

Financing of the project includes refunding revenue bonds previously issued for the construction of the Ouachita River Correctional Unit.

The Governor and General Assembly provided the required annual lease payments amounting to approximately \$6 million per year in the recently completed general session.

Meanwhile, construc-

tion is moving ahead to add 316 more beds to the unit. The addition will give the prison the capacity to house a total of 948 male inmates.

During this legislative session, \$2.6 million in funding was also approved to add 200 more beds to house female inmates at the McPherson Unit in Newport.

Giving from the Heart, page 12

Employee Corporation at Newport Complex makes \$5,000 donation to Correctional Peace Officer's Foundation.



Director's Corner



Larry Norris
ADC Director

He is an odd man. He's very funny, a comedy genius in fact. But still very odd. Hyperactive almost to the point of being irritating. Always has been. Almost 50 years have passed since he first started working in New York and he still hasn't calmed down.

His name is Jonathan Winters, a legendary comedian known for his characters, voices and sound effects. Those of us over 40

remember him from the Carol Burnett Show, Bob Hope specials and more than a dozen movies.

The younger crowd might recognize him as Mork and Mindy's son, a frequent guest on Leno and Letterman and the star of a handful of Showtime specials.

Jonathan Winters was Robin Williams' mentor. Watch the two of them do standup, and you can spot the similarities in a heartbeat. Two peas in a pod, you might say.

I mention Winters not for a punch line he delivered, but for something serious he once said, "If your ship doesn't come in, swim out to it."

I like that advice. It makes sense to me. We can't just sit around waiting. We have to make our own opportunities. Start swimming and don't stop kicking until you get where you want to go.

That's what we are doing with retirement. Making our own opportunities. During the legislative session, we asked lawmakers to consider a "25 and out" retirement plan for correctional officers.

The plan would be for all security staff from CO1 through warden and for kitchen supervisors. These are our most hazardous assignments, the positions most likely to be assaulted or attacked.

It doesn't seem fair that these state employees retire at the same time someone does who works in a fancy office in Little Rock.

We really tried, but the proposal never got out of the committee room. Not because it isn't the right thing to do, but because it's an expensive thing to do.

The number crunchers figure it would cost more than \$2 million a year to do this. The ADC just doesn't

have that kind of money buried in a coffee can or hidden in an old elm tree. I wish it did, but it doesn't.

Since the agency couldn't afford the gas, our ship didn't come in this session. It couldn't. But instead of giving up, we jumped in the water. We asked for and received an interim study on retirement. This means lawmakers and the ADC will put their heads together and try to find a way to do this.

We already have a few ideas. And maybe, just maybe, we will have found an affordable solution by the time lawmakers meet again.

After all, what was right in 2005 will still be right in 2007. We know our ship is out there and that it can't go anywhere. But we can. Because we can swim.

Department Briefs

The East Arkansas Regional Unit and the Mississippi County Work Release Center each passed their American Correctional Association audits in April.

The EARU met 100 percent of mandatory standards and 98.7 percent of non-mandatory standards while the Mississippi County scored 100 for mandatory and 100 for non-mandatory.

ACA standards are a benchmark for the effective, professional operation of correctional systems.

Congratulations to these ADC units on fantastic scores!



Basic Correctional Officer Training Class 2005-C began on Jan. 31 with 33 students enrolled and 26 graduated on March 11.

BCOT Class 2005-D began on Feb. 14 with 34 students enrolled and 26 graduated on March 25.

Congratulations and welcome to these new ADC staff members.

A Human Resource Training Seminar was held March 8-9 at Camp Robinson in North Little Rock.

Human resource managers from throughout the department got a chance to learn new information and to network with each other.

Speakers, including staff from ADC, state and federal organizations and outside agencies, covered a variety of topics and issues. Motivational speaker Roy Johnson spoke to the group about the impact of a positive attitude.

Phenomenal Woman event feeds mind, body & spirit

The 2005 Phenomenal Woman Seminar was packed with information and inspiration. Topics covered included juggling a busy work and family life, dealing with change and taking care of financial needs.

Held March 21 at the Administration Annex East Building, the event also included reading, music, drama and a luncheon. Elegant decorations and floral arrangements in royal blue and silver made the meeting room sparkle.

"The overall theme is for employees to just relax and enjoy a day of education from dynamic speakers with a touch of pampering," said Ardella Bearden, an ADC personnel officer II and the seminar's coordinator.

Bearden said she hopes participants left "with a feeling of fulfillment and a lighter spirit."

During a presentation titled, "What I've Learned about Life from Eating Chocolate," NCU Warden Fred Campbell drew on the advice that the mother in the movie "Forrest Gump" gave her son: "Life is like a box of chocolates, you never know what you're going to get."

He encouraged employees to make the best out of what they get in life.



Dozens of ADC women employees (and a few men) attended the 2005 Phenomenal Woman Seminar held recently at the Administrative Annex East Building.

Other speakers urged attendees to take time for themselves, be willing to master new skills and have a financial plan for retirement.

Speaker Hezekiah Stewart shared memories of his mother and his childhood.

Several seminar attendees said they enjoyed the speakers and the good information. The day-long presentation grew out of a smaller effort to show appreciation to administrative staff.

The event is funded through donations. Bearden thanked those who contributed funds and door prizes. The organizers and donors put a lot of hard work into the seminar each year, she said.

"We just hope the employees get out of it what we put in it," Bearden said, adding that she's proud of the committee members who "far exceeded my dreams this year."

"They did a phenomenal job!"



Above: ADC staff members Mary Owens, left, and Ramona Green meet and greet during the seminar. Owens was named this year's "Woman of the Year". (See related story, page 5)

Below: Marilyn Davis, right, a secretary at the McPherson Unit, gets served from the luncheon buffet.



Among the speakers at the Phenomenal Woman Seminar clockwise from bottom were:

Lisa Brown, an ADC benefits specialist, read a humorous book excerpt.

Fred Campbell, warden at the North Central Unit, sweetened his presentation with a box of chocolates.

Jackie Moore, a trainer/personnel representative with the Arkansas Department of Finance and Administration talked about adapting to change.

Ardella Bearden, an ADC personnel officer II and the seminar's coordinator, read a book excerpt and did a dramatic interpretation of Maya Angelou's poem, Phenomenal Woman.



Wrightsville Unit hosts first Library Appreciation Day

"Something for Everyone" was the theme of the First Annual Library Appreciation Day held April 12 at the Wrightsville Unit.

The event was designed to provide training on the new ADC library database and to show appreciation for those who maintain the libraries, said Dennice Alexander, librarian administrator.

The database creates a more efficient system for tracking and checking out books.

Dr. Max Mobley, ADC deputy director of health and correctional programs, and Board of Corrections Member Bill Ferren spoke during the event.

Mobley told inmate library clerks that libraries offer a chance to learn and grow. He also said he is committed to seeing ADC's libraries grow so that they can enrich the lives of inmates.

Ferren encouraged the clerks to



Above left to right: Dr. Max Mobley, ADC deputy director of health and correctional programs; Board of Corrections Member Bill Ferren and Librarian Administrator Dennice Alexander address inmate library clerks from various ADC units during the first Library Appreciation Day.

challenge library users. For example, encourage them to complete a reading list, write about books and speak about books.

The ADC Library Department's mission is to serve as the information resource for the department's units that house inmates. The goal is also to provide

guidance and support for the enhancement of resources, services, development, maintaining and in some instances, the procurement of materials to meet the educational, informational and cultural needs of those incarcerated.

Strahan, White honored by White Hall Chamber of Commerce

Two ADC staff members were recently honored for community service. Agri/Correctional Industries Budget Manager Steve Strahan, and Farm Manager (Food Production) Joe White, were recognized for their work as volunteers in the White Hall community.

Strahan received the Youth Award. And, for the second time, White received the Volunteer Police Officer of the Year.

The men were honored during the White Hall Chamber of Commerce's Community Awards Banquet held March 15.

Chamber of Commerce President David Matheny said Strahan and White have unselfishly served their community.

"(Strahan)" sure has done a lot over the years with youth and with recreation out here," he said, adding that White has been active in keeping the community

secure.

As a part-time volunteer police officer, White provides security at football and baseball games in the community and rides along with full-time White Hall police officers, Matheny said.

Congratulations to these ADC staff members on their community awards.



Letters

Whiners be aware

Dear ADC Advocate:

I am writing this letter to address all the whining that some employees do about what the state does not do for them.

Well, let's try and do something that these whiners do not do. Let's look at the things the state does FOR us.

First off, the Department of Correction gives us 8 hours a month, 96 hours a year in sick leave. They allow us to use it in a variety of ways: funerals, doctors appointments, a sick child or just being sick. You continue to receive

your check, and are able to provide support for your family. Additionally, the state allows you to earn anywhere from 8 hours a month, up to 15 hours a month (depending upon years of service) in annual leave. Then, employees are allowed 12 paid holidays every year. The state then pays a large portion of our health insurance.

Bear in mind that you must obtain 40 hours of training to meet accreditation standards. If you intend to CLIP, you must complete additional hours of training. Depending upon your level of CLIP, a "satisfactory" or "very good" is required on your performance evaluation. When

you meet the CLIP requirements, you could receive up to an 8 percent raise, or bonus.

The Department of Correction has recently started a smoking cessation program. Free college courses are also being offered. So, before you go complaining about what the department does not do for you, try talking to someone who is making a living working at a fast food joint or production plant. Maybe you will begin to appreciate your job more, and leave the whining to the toddlers.

Lt. T.A. Moore

Diagnostic Unit

Recipe submitted by Mary Owens.



Tucker Unit 'top dog' at 6th annual field trials

Diagnostic, EARU, North Central, Cummins, and Ouachita River post impressive rankings

With dogged determination, teams from Arkansas earned eight of the 12 top rankings in the 2005 Southern States Manhunt Field Trials.

Held March 21-25 at Camp Robinson National Guard Post in North Little Rock, the event gave officers from various agencies, including police and corrections, a chance to network and put their tracking and narcotic detection dogs to the test.

The Arkansas Department of Correction's Tucker Unit won first place in all the tracking divisions.

"My congratulations to Warden Marvin Evans, Lt. Marshall Gates, Sgt Terry Childers, Tucker Dog Kennel and the Tucker Unit for their hard earned victories," said SSMFT President Ronnie Schwin, a former ADC Internal Affairs Investigator.

Schwin also thanked everyone who helped make the event possible, calling it a "complete success."

More than 50 teams from eight states— Arkansas, Florida, Louisiana, Mississippi, Oklahoma, Missouri, North

Carolina and Colorado—attended.

The Pine Bluff Diagnostic Unit placed second in the single lease division while the Cummins Unit placed third in the pack dogs division.

The East Arkansas Regional Unit placed fourth in both the multiple lease and pack dogs division while the Ouachita River Unit placed fourth in the single lease division.

Sgt. Dennis Reap placed fifth in the narcotic detection division; Lt. Sammy Ashcraft came in eighth and Sgt. Robert Reed placed 13th. Reap, Ashcraft and Reed are on the ADC's Narcotic Interdiction Team.

The field trials are co-hosted by the ADC and the Arkansas National Guard.



Above from left to right: ADC Director Larry Norris poses for pictures with Lt. Marshall Gates and Sgt. Terry Childers of the Tucker Unit, Major General Don Morrow and Brigadier General Larry Haltom of Camp Robinson.

Right: ADC's Sgt. Dennis Reap, foreground, and Sgt. Robert Reed compete in the marksmanship competition.



Above: Sgt. Randy Rauls from the Diagnostic Unit gets ready to start a track with dog Belle.



Above from left to right: Director Larry Norris and Diagnostic Unit team members Sgt. Randy Rauls, Lt. Troy Moore (back), Corp. Danny Heflin and Sgt. Aaron Tarter (JCJ/CF) with a second place honor.

Doggone clever ADC staff: members nab young escapees without canines



Hill



Bennett



Glover

Lt. Gary Hill, Transportation; Lt. Kevin Glover, JCJ/CF and Sgt. Matt Bennett, Construction, were in the right place at the right time last month. But, two juveniles hoping to slip away from a disciplinary program at Camp Robinson weren't.

Hill, Glover and Bennett, who were at the Southern States

Manhunt Field Trials, chased the would-be escapees after they saw them sneaking past their barracks.

The men hopped in a van and chased the teens to an area near the barracks. They then continued on foot.

Thinking quickly, the unarmed Hill, yelled, "Stop!", telling the teens he might be forced

to shoot. Not taking any chances, the two threw up their arms and halted in their tracks.

"Two catches, no flag and we didn't need any dogs," Hill declared later describing the results of the "manhunt."

"It was just in our nature to chase and catch anybody escaping," he said.

Competition, Camaraderie and Canines

Right: SSMFT officers and ADC staffers from left to right: Ruth Clark, John Kleiner, David White, Lynn McCallister, Larry Keeth and Ronnie Schwin.

Below clockwise from left: Lynn McCallister, Board of Corrections member Benny Magnus, George Underwood, an assistant warden from Century Florida, and Tucker Max Warden David White.



Above: Sgt. Robert Reed, of ADC's Narcotic Interdiction Team and dog Scout search for drugs during the narcotic detection competition.

Below: ADC Internal Affairs Investigator Cindy Courington tallies up the score of Sgt. Eddie Wilson of the Tucker Unit after a marksmanship contest.



Below: Competitors line up to draw for races.



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Above: Lt. Sammy Ashcraft of the Narcotic Interdiction Team aims at a target during a marksmanship competition.



Southern States Manhunt Field Trials 2005 Results

Single Leash

1st-Tucker Unit, Arkansas
2nd-Diagnostic Unit, Arkansas
3rd-Calhoun Correctional Institution, Florida
4th-Ouachita River Unit, Arkansas
5th-Jackie Brannon Unit, Oklahoma
6th-North Central Unit, Arkansas
7th-David Wade Correctional Center, Louisiana
8th-Washington CI, Florida
9th S.A.Y.S. NW Boys, Arkansas
10th S.A.Y.S. SE Boys, Arkansas
11th S.A.Y.S. NW Girls, Arkansas
12th Odor Eaters, North Carolina
13th Colorado I, Colorado
14th EARU, Arkansas
15th-Ger R Done, North Carolina
16th-Game & Fish NE, Arkansas
17th-Game & Fish NW, Arkansas

Single Lease continued

18th-Hunt Correctional Institution, Louisiana
19th-Game & Fish, SE, Arkansas
20th Colorado 2, Colorado
21st Algoa, Missouri
22nd Cummins Unit, Arkansas
23rd S.A.Y.S. SW Boys, Arkansas

Multiple Leash

1st-Tucker Unit, Arkansas
2nd-Century Correctional Institution, Florida
3rd-Okaloosa Correctional Institution, Florida
4th-EARU, Arkansas
5th-Parchman, Mississippi
6th Blountstown PD, Florida

Pack Dogs

1st-Tucker Unit, Arkansas
2nd-Parchman, Mississippi
3rd-Cummins Unit, Arkansas
4th-EARU, Arkansas

Team Marksmanship

1st-Dexter Early/Jose Carrera, Okaloosa Correctional Institution, Florida; 2nd-Tony Henry/Spencer King, Jackie Brannon, Oklahoma; 3rd -Zac Barber/Fred Tanner, Blountstown Police Department, Florida

Narcotic Detection

1st-Tony Baugh, Saline County SO, Arkansas
2nd-Terry Brown, Colorado DOC, Colorado
3rd-Ron Daniel, Saline County SO, Arkansas
4th-Greg Butler, Colorado DOC, Colorado
5th-Dennis Reap, ADC, Arkansas
6th Jim Hunt, Parchman, Mississippi
7th Todd Hudson, Parchman, Mississippi
8th Sammy Ashcraft, ADC, Arkansas
9th Steve Faulkner, David Wade CI, Louisiana
10th Scott Miller, K-9 Services, Arkansas
11th Louis Saiz, Colorado DOC, Colorado
12th Randy Garrett, NC DOC, North Carolina
13th Robert Reed, ADC, Arkansas
14th Brad Carpenter, Hunt CI, Louisiana
15th John Rogers, Colorado DOC, Colorado
16th O.J. Osbo, JBCC, Oklahoma
17th John Stephens, David Wade CI, Louisiana
18th Milton Griffin, Parchman, Mississippi
19th Steve Biggerstaff, NC DOC, North Carolina

Trainers prepare, enlighten ADC's non-security staff members

40 hours of training now all done at the academy

Because non-security staff regularly come in contact with inmates – as trustees, clerks or working in industry—it's essential that they be security minded, Training Academy instructors say.

And, it's important that non-security staff be aware of the policies and procedures that govern day-to-day work within the Arkansas Department of Correction.

The Security for Non-Security classes have included 40 hours of training for sometime.

Until recently, the first 16 hours of that training were done at the unit or office of assignment. After the completion of the initial 16 hours, the employee

attended the final 24 hours of Security for Non-Security at the Training Academy. Recently, to ensure the quality of training is consistent for all employees, the full 40 hours of Security for Non-Security was moved to the Training Academy.

With all previous training material remaining, the new hours of training include the classes on PREA (Prison Rape Elimination Act), Interpersonal Communication, HIV/AIDS, and Driver's Safety.

"These classes were adapted from those currently being taught to Security personnel in BCOT (Basic Correctional Officer Training), thus making sure that both Security and Non-Security new employees have similar, quality pre-service training," said Human Resource Administrator Kevin Murphy.



Some of the instructors for a recent Security for Non-Security class at the Training Academy are clockwise from bottom left, Lt. Todd Brown, Lt. Jimmy Sherman, Capt. Michelle Williams and Lt. James Newby. Williams was recently promoted to training supervisor.

"You're not obligated to win. You're obligated to keep trying to do the best you can every day."

— Marian Wright Edelman



Governor's Service Awards March 2005

<u>Name</u>	<u>Unit</u>	<u>Years</u>
Don Bolden	Varner	10
Kevin Courtney	JCJ/CF	10
Rachel Herrington	Grimes	10
Gary Hill	Transportation	10
Kim Massey	Cummins	10
Kendrick Nelson	Cummins	10
Lee Skinner	JCJ/CF	10
Donna Stubbs	Tucker	10
Deborah Reynolds	Industry	20
Cummins	Virginia Simmons	20

Congratulations!
ADC appreciates your years of service.

Chaplain Yancey receives honorary doctorate of divinity



Above: Chaplain Don Yancey, left, Administrator of Religious Services, Arkansas Department of Correction, received an honorary doctorate of divinity degree from Chaplains Fellowship Seminary, of Oklahoma City, Oklahoma. Yancey was presented the degree by Dr. Stephen Raines, right, of Chaplain's Fellowship Seminary during the March 26 Volunteer Conference held at Summit Baptist Church in Pine Bluff. Dr. Raines is a former ADC chaplain.

ADC Promotions and New Hires — March

Promotions

3/02/05	Gary Wheeler	Construction & Maintenance Supv. I – EARU
3/03/05	Donna Jarrett	Sergeant – McPherson
3/03/05	Louis Wilkinson	Sergeant – Varner
3/06/05	Debbie Thacker	Sergeant – Varner
3/07/05	Vicki Jones	Data Entry Specialist – Pine Bluff Unit
3/07/05	Michael Sims	Sergeant – Ouachita
3/07/05	Kennie Bolden	Lieutenant – JCJ/CF
3/07/05	Derwin Clark	Substance Abuse Program Leader – Wrightsville
3/07/05	Bobby Hamilton	Sergeant – Diagnostic
3/08/05	Melborn Hogan	Lieutenant – EARU
3/13/05	Claudia Georgini	Secretary I – Cummins
3/13/05	Wanda Whitten	Secretary I – Delta
3/14/05	Phyllis Straughn	Secretary I – Mental Health
3/14/05	Garry Grant	Unit Maintenance Coordinator – Varner
3/14/05	Gary Reynolds	Construction & Maintenance Supv. I – Varner
3/14/05	Paula Evans	Program Manager – Benton
3/23/05	Sherry Adair	Accounting Tech 1 – Accounting
3/28/05	Sharon McGlothlin	Substance Abuse Program Leader – Wrightsville
3/14/05	Deloris Rouse	Food Production Manager I – JCJ/CF
3/18/05	Martinez Harper	Sergeant – EARU
3/21/05	Fred Campbell	Warden – North Central
3/21/05	Michelle Williams	Training Academy Supervisor – Training Academy
3/21/05	Tammy Lockett	Grievance Officer – Varner
3/23/05	Gilbert Ramsey	Sergeant – Ouachita
3/27/05	Eddie Jones	Food Production Manager I – Cummins
3/27/05	Gregory Miller	Food Production Manager I – Cummins
3/28/05	LaMonica Anderson	Sergeant – Wrightsville
3/28/05	Thomas Milburn	Sergeant – Warehouse
3/28/05	Cleo Smith	Rehab Program Administrator – RSVP
3/28/05	Kevin Glover	Lieutenant – JCJ/CF
3/28/05	Brenda Dicus	Captain – Grimes

New Hires

3/01/05	LaSonya Davis	Social Worker I – EARU
3/02/05	Fay Maxwell	Substance Abuse Program Leader I – Grimes
3/02/05	Tony Bullocks	Construction & Maintenance Supv. I – Cummins
3/07/05	Jennifer Phelps	Secretary I – Varner
3/13/05	Riannion Abbott	Document Examiner I – Cummins
3/15/05	Randy Tilmon	Psychological Examiner II – Max
3/21/05	Annette Johnson	Correctional Counselor – Max
3/21/05	Linda Draper	Commissary Supervisor – Ouachita
3/21/05	Anthony Owen	Construction/Maintenance Supervisor I – Construction
3/29/05	Betty Hudgins	Commissary Supervisor – Tucker

Congratulations!

ADC TRAINING

MAY TRAINING SCHEDULE

Date	Title	Time	Length	Location
2-3	Management Effectiveness	8 a.m.	16 hrs.	TA
2-3	Hostage/Crisis First Responders	8 a.m.	16 hrs.	TA
3	Structured Interviewing	8 a.m.	4 hrs.	HR
3	Structured Interviewing	9 a.m.	6 hrs.	LR (Inter-Agency)
3	Horsemanship for Field Riders	8 a.m.	8 hrs.	Delta Regional
4-5	Emergency Preparedness	8 a.m.	16 hrs.	TA
4	Change Changes You	8 a.m.	4 hrs.	TA
5	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
5	Cultural Diversity & Race Relations	8 a.m.	4 hrs.	TA
6	Stress Busters	8 a.m.	4 hrs.	HR
6	Intro. to Computers/Basic Internet Navig.	8 a.m.	6 hrs.	HR Lab
6	Interpersonal Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
6	Horsemanship for Field Riders	8 a.m.	8 hrs.	Benton/Ouachita River
9-13	Firearms Instructor School	8 a.m.	40 hrs.	TA
9	Horsemanship for Field Riders	8 a.m.	8 hrs.	Tucker
9	Sexual Harassment	8 a.m.	5 hrs.	TA
9	Inmate Grievances	8 a.m.	4 hrs.	HR
10	Horsemanship for Field Riders	8 a.m.	8 hrs.	Pine Bluff Complex
10	Interpersonal Communication	8 a.m.	8 hrs.	TA
10	Administering Discipline	8 a.m.	4 hrs.	TA
11	Administering Discipline	12 noon.	4 hrs.	EARU
12	Grievance Prevention & Handling	9 a.m.	6 hrs.	LR (Inter-Agency)
12-13	Multigenerational Workforce	8 a.m.	8 hrs.	EARU
12	Horsemanship for Field Riders	8 a.m.	8 hrs.	Cummins
12	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
12-13	The Human Element	8:30 a.m.	14 hrs.	LR (Inter-Agency)
13	Telephone Skills	8:30 a.m.	6 hrs.	LR (Inter-Agency)
13	Field Training Officer	8 a.m.	8 hrs.	EARU
16	Fair Labor Standards Act	8 a.m.	4 hrs.	EARU
16	Performance Evaluation	12:30 p.m.	4 hrs.	EARU
16-17	Introduction to Management	8 a.m.	16 hrs.	TA
16-18	Basic Spanish Law Enforcement	8:30 a.m.	21 hrs.	Texarkana (CJI)
17	Horsemanship for Field Riders	8 a.m.	8 hrs.	EARU
17	Violence in the Workplace	9 a.m.	6 hrs.	LR (Inter-Agency)
17	Roadmap to Success	8 a.m.	8 hrs.	EARU
18	Interpersonal Communication	8 a.m.	8 hrs.	EARU
19	Sexual Harassment	8 a.m.	5 hrs.	EARU
19	Becoming a Person of Influence	8 a.m.	4 hrs.	HR
20	Time Management Skills	9 a.m.	6 hrs.	LR (Inter-Agency)
20	Performance Evaluation	8 a.m.	4 hrs.	HR
23-24	Introduction to Management	8 a.m.	16 hrs.	EARU
24	21 Irrefutable Laws	8 a.m.	8 hrs.	TA
25	17 Laws of Teamwork	8 a.m.	4 hrs.	HR
25-26	Intro. To Computers	8:30 a.m.	14 hrs.	LR (CJI)
25-26	Management Effectiveness	8 a.m.	16 hrs.	EARU
31	Cultural Diversity & Race Relations	8 a.m.	4 hrs.	EARU
31	Structured Interviewing	12:30 p.m.	4 hrs.	EARU

OPEN ENROLLMENT

Internet-based e-Learning classes are provided by National Institute of Corrections.
Classes are varied and self-paced. Contact your unit trainer for information



Career news to use

Changes in CLIP

Career Ladder Incentive Program 2006 kicked off effective April 1, 2005. Correspondence Training will no longer be allowed for CLIP training. However, ADC employees can take up to 30 hours of e-Learning. (Be sure to get approval from your unit trainer before taking classes at www.nicic.org).

Emergency Response Training can count up to 40 hours of the required training. ERT must have paper back-up indicating the area of instruction for a particular date.

CLIP I = PROMOTION

(Anniversary Date to Anniversary Date)

1 Grade=6% 2 Grades or more = 8%

Conduct-Training-Performance Evaluation-Special Certification or Special Project-Minimum Qualification

CLIP II= BONUS

(April 1 to April 1)

Up to 8% - Amount to be determined by the chief fiscal officer of the state of Arkansas.

Conduct-Training-Performance Evaluation-Special Certification or Special Project

Conduct - Not placed on disciplinary probation during the applicable rating period

Training - 40 hours or 60 hours of non-duplicated job-related departmental approved training.

Performance Evaluation - Must obtain a rating of Above Average or better.

Minimum Qualification - Must meet minimum qualifications of new classification and assume the duties of the new classification.

Classifications required to complete a special project have the option of completing a certification course in addition to 40 hours of CLIP training. Classifications not required to obtain a Special Certification/Project must complete 60 hours of training in order to meet CLIP eligibility.

Correctional Officer I, Corporal, Sergeant, Lieutenant, Food Production Manager I and Grades 13 and below will be waived from having to submit a Special Certification/Project and will need to complete 60 hours of training for CLIP eligibility.

ADC CALENDAR



May 2005

- 2-6 Correctional Officer's Week
- 5 Cinco de Mayo
- 8 Mother's Day
- 30 Memorial Day



June 2005

- 14 Flag Day
- 19 Father's Day
- 21 First Day of Summer



July 2005

- 4 Independence Day

Newport Complex presents \$5,000 check to CPOF First in Arkansas to become a Lifetime Correctional Facility Sponsor

A \$5,000 check from the Employee Corporation at the Newport Complex (Grimes and McPherson units) has been presented to the Correctional Peace Officers Foundation.

"The CPOF has been so good to the Newport Complex when we have been in need that we are happy and excited to be giving some back," said Debbie Mathis, president of the employee corporation.

Warden John Maples presented the check to CPOF field representative Leta Herklotz during an April 6 ceremony at the Grimes Unit.

The contribution makes the complex a Lifetime Correctional Facility Sponsor of the foundation which assists officers and their families in times of need.

The CPOF maintains a general fund to preserve the memory of correctional peace officers killed in the line of duty; to provide for spouses, children or other beneficiaries; and to promote and project a positive image

of the corrections profession.

The Arkansas Department of Correction will be listed in the CPOF's magazine as a lifetime sponsor.

The Newport Complex is challenging all other ADC units to become a Lifetime Correctional Facility Sponsor of the CPOF.



Above: ADC Assistant Director Larry May, far left, and Warden John Maples, far right, with members of the Newport employee corporation board and CPOF field representative Leta Herklotz.

Left: Maples presents the \$5,000 check to CPOF representative Leta Herklotz.

Right: Herklotz shows off the gold-colored jacket the complex received for display because of its commitment to CPOF.



SEARK College offers free tuition to ADC employees for on-site classes at Varner, Diagnostic units



Southeast Arkansas College will again offer free tuition to Arkansas Department of Correction employees who would like to attend on-site college classes at the Varner and Diag-

nostic units on a space-available basis.

Employees are responsible for paying for all textbooks, fees and supplies. Summer classes will be held from May 31-July 27. Employees will be notified when summer registration will be held.

2005 Summer Schedule

Diagnostic Unit

Basic English	3:30-6 p.m.	Mon&Wed
English Comp II	6:30-9 p.m.	Mon&Wed
Elem. Algebra	6:30-9 p.m.	Thurs.
Interm. Algebra	6:30-9 p.m.	Mon&Wed
Developmental Reading	3:30-6 p.m.	Thurs.
Intro. to Sociology	6-9 p.m.	Thurs.

Varner Unit

Basic English	3-5:30 p.m.	Mon&Wed
English Comp I	6:15-8:45 p.m.	Mon&Wed
Western Civilization I	6:15-8:45 p.m.	Thurs.
U.S. History to 1877	3-5:30 p.m.	Mon&Wed
Elem. Algebra	6:15-8:45 p.m.	Mon&Wed
Interm. Algebra	3-5:30 p.m.	Mon&Wed
General Psychology	6:15-8:45 p.m.	Thurs.
Developmental Reading	3-5:30 p.m.	Thurs.
Intro. to Sociology	3-5:30 p.m.	Thurs.

CPOF in Action...



Above: NCU Assistant Warden John Moss, right, recently presented a check from the Correctional Peace Officers Foundation to Cpl. Ronald Reedy. This is just one example of how the CPOF helps officers and their families.

Health Matters

Go ahead and laugh – It could be good for your heart

It's often said that laughter is the best medicine. A recent study by cardiologists at the University of Maryland Medical Center in Baltimore, found that laughter, with a healthy sense of humor, could help protect against heart attack.

The study found that people with heart disease were 40 percent less likely to laugh in a various situations compared to people of the same age without heart disease.

Researchers don't know exactly why laughing appears to be good for the heart. However, they do know that mental stress is associated with impairment of the endothelium, the protective barrier lining your body's blood vessels. This can cause a series

of reactions that can cause fat and cholesterol build-up in the coronary arteries which can lead to a heart attack.

The study, conducted with 300 participants, found that people with heart disease generally laughed less, even in positive situations, and they displayed more anger and hostility.

Health officials have long encouraged exercise, not smoking and eating food low in saturated fat as ways to help reduce the risk of heart disease. Now, you may want to add a dose of laughter to the mix.



Consider the following tips to help tickle your funny bone:

- Watch a funny movie or television show.
- Read the comic strips. Try collecting funny cartoons, books or other materials that might cause you to chuckle.
- Visit or call friends or family members who can usually make you laugh.
- Play with your children, grandchildren or pets.
- Take the things in life seriously that need to be taken seriously but lighten up sometimes.

Don't be afraid to laugh at your self and the world around you.

Healthy Steps for Men and Women

Be informed: Be an active participant in your own health care.

Be good to your bones: Women especially—be sure to replenish your stock of calcium every day with plenty of milk, dairy products, leafy green vegetables, canned salmon or sardines and calcium-fortified juices or breads.

Learn to deal with stress: Be realistic, take one thing at a time, get a hobby or do something fun, and set aside time for you.

Avoid illegal drugs and alcohol: For women, the definition of moderate drinking stops at one glass. For men, it's two glasses. And, where illicit drugs are concerned, there is no "moderate use."

Take medicine wisely: Read the labels, follow the instructions carefully, and remind the doctor or pharmacist about any other medicines or supplements you might be taking that could interact with your medication. Ask about possible side effects.

Play it safe: Avoid injuries. Buckle up. Wear a bike helmet. Use smoke and carbon monoxide detectors. Wear sunscreen and UV protected sunglasses. Use street smarts and common sense.

Get checked: Get regular checkups, preventive exams, and immunizations. Don't forget self exams.

Don't smoke: It's the leading preventable cause of death in the United States.

Eat smart: It's the secret to good health. Eat plenty of fruits, vegetables, and grains. Enjoy a variety of foods, balance foods from each food group, and exercise moderately.

Get moving: Just 30 minutes of physical activity, accumulated over the course of each day, can improve the way you look and feel, both physically and mentally.

Be happy: Take time for yourself. Get connected with family, friends, and community. Do things you enjoy!



ADC's 2nd Annual Health Fair May 18

Do you know your blood pressure or cholesterol level? Want to learn more about exercise and healthy eating?

The second annual ADC Health Fair will be held from 9 a.m. to 3:30 p.m. May 18 at the Administrative Annex East Building. Come by the fair and visit a variety of booths including Healthworks, Trestletree, Jefferson Comprehensive care, Corphealth, Curves for Women, the American Red Cross, Blue Cross Blue Shield and McFarland's Eye Centers.

Door prizes will also be available at the event which is sponsored by Human Resources.

SOURCE: U.S. Department of Health and Human Services

Saluting Our Troops



As you go about your daily lives, remember your co-workers who are in the United States military. We salute these ADC staff members who are serving their country. We heartily welcome those men and women who are back amongst us and sincerely wish those still on active duty a safe return home.



Benton

Steven Mathews
Robert Wilson

Boot Camp

Cynthia Tillman-Bashaw
George Watson
Steven Burdess

Construction

Rodney Beasley

Cummins

Angel Bell
Linda Arnold
Michael Bolen
Larry Claibourne
Leslie Everett
John Harrington
Jimmy Phillips
John Wheeler

Delta

James McDonald
Sammy Jarrett
Frank Washington

Diagnostic

Delilah Edwards
Glenda Hadley

EARU

Moses Jackson III
James Brown
Harjo Justin
Joe Burton
Kendrua Thompson

Grimes

James Hill
Marion Hart

JCJ/CF

Ron Bradford
Bruce Harding
Randy Shores

Max

Andrew Roshell
William Browning

McPherson

Enoch Batchelor

North Central

James Milton
Debra Harris

Ouachita

Terry Taylor

Pine Bluff

Randy Domineck
Paul Vanlandingham

Training Academy

Robert Peek (left while at BCOT)

Tucker

Paul Bowen

Varner & Supermax

Gregg Moore Jr.
Gary Domineck
Tony Dunlap
Darren Daniels
Orlando Davis
Ray Butler
Keondrick Thompson
Darwin Ester
Ronald Darton
Angelia Walker
Brian McNeil

Wrightsville

Rodney Beasley
Milton Horton
Deon Spencer
Roderick Walker

*On active duty
as of March 2005

"All the great things are simple, and many can be expressed in a single word: freedom; justice; honor; duty; mercy; hope."

--Sir Winston Churchill

Testing Readiness

NCU wins Emergency Response Team of the Year

In April, Emergency Response Teams from ADC units across the state competed to see who would become the team of the year.

The final four teams from the Newport Complex, North Central Unit, the Pine Bluff Complex and the Maximum Security Unit

(Max) battled it out on April 8 at the Cummins Unit. NCU earned the top honor against some tough competition. See results below.



Above: The Emergency Response Team from the North Central Unit took home the 1st Place trophy for a third year.

Below: The NCU team participates in a hostage rescue scenario.



Above: Max ERT members lift a pole while doing sit-ups. Final result — 3rd place.

Right: The Newport Complex team won 2nd Place.



Above: Pine Bluff ERT members participate in a ladder exercise. Final result — 4th Place.



Left: Members of the Max ERT start the mile run around a field at the Cummins Unit.

May 23 golf tournament to benefit CPOF, UALR scholarship fund



The 2005 Ball and Chain Challenge is scheduled for May 23 at Harbor Oaks in Pine Bluff.

The annual golf tournament is sponsored by the employee associations of the Arkansas Department of Correction, ADC School District, Arkansas Correctional Industries, and the Arkansas Department of Community Correction.

Money raised by the event will go to the Correctional Peace Officer's Foundation and the University of Arkansas at Little Rock Criminal Justice Scholarship Fund.

Last year's tournament generated about \$8,000 for each fund.

This year's challenge will be a four-man scramble, and teams can play in the morning or afternoon round.

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 10th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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